



Leader-ful Movement Building:

Raising Up the Next
Generation of
Community Leaders



WELCOME

We'll be starting shortly. In the meantime, please introduce yourself in the chat!

Name

Pronouns

Organization

Who is your favorite fictional leader? (& why?)



Workshop Norms

Keep yourself on mute if you're not talking. (Remember to unmute if you are speaking!)

Try to be on video when you can (and it's ok when you can't)

Type "stack" in the chatbox or use the "raise hand" icon to help facilitate conversation

anything else? add a sticky note!

Be self-aware of how long you're talking

Include your pronouns in your zoom name

Try your best to be present and take care of yourself and each other!



Workshop Goals

1. Ground "leadership" in leadership development
2. Workshop equitable & liberatory leadership practices
3. Create plans to develop movement leaders in your own community/ organization

**What do
you want
to
discuss?**

**How do hand-off a
project to the
community the
project is supposed
to serve? (from an
ally stand-point)**

How do you define leadership?

"Someone who gets things done" - in a way where people will want to work with them in the future

Prepares people to figure out how to solve problems and lead on their own

Someone who empowers the community they serve

Someone who inspires, unites, and synthesizes group purpose and action

A leader is someone who has followers

A leader is someone who influences through their actions

someone who can unite & motivate people, provide guidance and support in a project/campaign

Someone who can follow

What does a "leader-ful" community look like?

Leaderful community = accountability, problem solving, and shared responsibility



From the Power Shift Network:

A leader creates conditions that enable others to do great things in the face of uncertainty.

Leadership is a practice, not a position.


Lead

Leadership can take many different roles...

source: <https://buildingmovement.org/wp-content/uploads/2020/06/Final-Mapping-Ecosystem-Guide-CC-BY-NC-SA-4.0-Handles.pdf>

The Social Change Ecosystem Map



 @deepaviyer
 @BuildingMovementProject

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 @dviyer
 @BldingMovement



In a "leader-ful" community....

...leadership is not a restricted role for the privileged few.

...& and everyone is empowered to lead in their own way.

Leadership development

supporter - someone who will provide resources or connections to help you fulfill your goals

activist - someone engaged in justice movements but more focused in campaigns - vs organizer focused on not just mobilizing but organizing people, getting to know them



an organizer investigates, educates, negotiates and demonstrates

A supporter can be someone who follows our work and shares.





development

When they announce they are a supporter, activist, and organizer.

meet folks where they're at and try to push and agitate

A listener and a "Yes!..." mindset

make space for folks where they say they can be helpful

understanding the strengths of people and assigning tasks that best fit them also pairing groups together with different abilities that compliment each other

Find out the needs of the community. Education is key. Talk to them about what is out there and get them motivated about changing things

ing that ideas /skills of nizing



How do we know when someone is a supporter, an activist, or organizer? How do we give folks opportunities to level up to different roles?

Creating spaces of belonging and space where people can be seen in their strengths/passions and they can be given ownership over specific actions/tasks that they are fired up by

comfortable



Leadership development



How do we know when someone is a supporter, activist, or organizer? What opportunities can we give folks to fill or level up to these roles?



How have others helped you grow as a leader?

leaving opportunity for ppl to take initiative and demonstrate their leadership qualities

running for political office

Seeing leadership qualities in me that I wasn't aware of and encouraging me to tap into them.

Understanding motives of why everyone is involved

leading by example, showing what to do and not to do. holding out expectation that you can be successful in a leadership role

being in community; providing training

Think about...

...how have oppressive values (racism, sexism, classism, etc) affected your journey as a community leader?

...how have others supported you in your growth in the face of oppressive systems?

In other words, how have others supported you as a leader fighting an inequitable system?



What are some specific ways we can develop leadership among people from marginalized and disinvested groups?

Connect them to funds and resources that they have been typically barred from accessing.

A few ideas:

- Don't just leave people to self-identify as leaders and step up into roles of their own volition.
- Take a moment to define the kinds of leadership you see in the organization and identify potential leaders
- Make sure experienced leaders to exercise restraint in groups and make space for potential leaders to step up
- As leaders, break down skills for others instead of just doing them

adapted from AORTA's "Infiltration: How the Values of Oppressive Systems Tend to Arise in Organizations" : <https://results4america.org/wp-content/uploads/2019/12/Infiltration-How-systems-of-oppression-arise-in-organizations-6.17.pdf>



bit.ly/leaderfulworksheet

Final Reflections

What's one thing you'll take away from this evening?

Thank you for joining us!



For further conversation, you can reach us at:
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